



# NOTES FROM THE:

## Chief for Enlisted Matters

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It is hard to believe the merger of the Financial Analysis and the Financial Management enlisted force will occur on 31 October 1999. Surprisingly enough, there are still a large number of people with questions that have not been answered. I hope this article will answer them.

The decision to merge the career fields was made for a number of reasons. Primarily, it became a necessity to offset the huge manpower losses we took during the 90's. By merging we have ensured career progression, promotion opportunities, and a well-trained combat comptroller enlisted force for entry into the 21st Century. We will be a stronger enlisted force—providing leadership for our airmen and superior financial analysis, services, and management for our comptrollers, commanders, and customers.

In order to achieve this goal, every new recruit or cross-trainee will complete a 63-day Financial Management and Comptroller Course at Sheppard AFB TX. Upon completion of this course, the individual will be awarded their 3-skill level. They will then be assigned to a FSO or an OPLOC where they will acquire the skills to attain a 5-skill level. After someone earns their 5-level they can then move any where in the FM structure. This program will allow all our people to gain experience within the entire financial management career field regardless of prior experience. This becomes important as we continue to deploy personnel in one deep positions where deployed commanders expect them to be knowledgeable in all aspects of financial management and analysis. It is even more critical to grow experienced superintendents, those individuals that our airmen and commanders can count on to help find solutions to problems within all our functional areas as well as personnel areas.

Now in the year 2000 testing cycles, all our grades will test PFE only. The new Career Development Courses (CDCs) for the merged career field should be available in November 1999. Everyone who is WAPS eligible should receive a copy without taking any action. If you don't, please tell your supervisor and they will be able to order them through the WAPS monitor. The new 5-skill level CDCs will be two courses and a total of four volumes. The 7-level CDC is only one volume as of today, but we may separate it into two at

a later date. So as you can see, we didn't just combine the courses together to give you ten volumes of CDCs to complete. We smartly designed our training to focus on what special skills and knowledge each level is required to achieve, focusing more on OJT than reading and passing tests.

The largest number of questions to date have been about folks currently in upgrade training. The answer is very simple—order all your unfinished courses now and complete your CDCs immediately. Our policy is to complete each volume in one month and the entire course no later than one year after you enroll. Based on this policy, no one should be unsuccessful in completing the CDC portion of their skill level prior to the merger. If you are behind, order all old CDCs now and aggressively hit the books. These courses will not be available after the merger. So, if you are enrolled and aggressively completing your upgrade training, you will continue in the old program. Airman and NCOs graduating from Technical School on or after 31 July, should wait and enroll in the new CDCs on 31 October 1999. However, I do encourage you to review the new CDCs. This is your career and you'll want to be qualified on the newest information.

Finally, a number of you are unsure of core tasks training. Everyone, regardless of where they actually perform their duties, is required to be trained and certified on all core tasks at the 5-skill level. You will be recertified at the 7-skill level. The OJT training guides will be used to accomplish this.

With this merger we will be stronger, more knowledgeable, and flexible. We will be able to move from one job to another within all areas of Financial Management. All of our NCOs will have equal opportunity to grow airmen or compete for equal plus jobs as resource advisors.

I am sure there are still a number of you who have questions regarding this decision. I, or your MAJCOM functional managers, will be glad to discuss your concerns. I do know we must posture ourselves to ensure a future for the young airmen coming into the Air Force today, as well as provide supervisory jobs for our Senior NCOs. I look for your support so we can continue to be the best trained, best qualified enlisted financial managers in the Department of Defense.